



Montana Department of Corrections Correctional Signpost

2012
No. 5



Batista named DOC director

Mike Batista, who has worked in law enforcement for 30 years, will become the next director of the Montana Department of Corrections on Jan. 7.

He will take office the same day Gov-elect Steve Bullock is sworn in as governor. Batista's appointment is subject to confirmation by the Montana Senate in the 2013 legislative session.

Batista, 53, succeeds Mike Ferriter as director. Ferriter, who is retiring after a 35-year corrections career, was appointed by Gov. Brian Schweitzer to head the agency in July 2006. Schweitzer's second and final term ends Jan. 7.

A Great Falls native, Batista is administrator of the Division of Criminal Investigation in the state Department of Justice, a position he has held for 20 years.

Batista credits a college criminology professor with sparking a simmering interest in corrections. The professor, who had studied penal system and authored books on the subject, made corrections a big part of his curriculum and took his class to prisons and jails.

"It's a fascinating field," he says. "It's very important work. Its challenges and the benefits of the work need to be recognized and appreciated by the public."

Batista will manage Montana's third-largest state agency, with about 1,300 employees, supervision of almost 13,200 adult and juvenile offenders, and an annual budget of about \$170 million.



Mike Batista

BATISTA, Page 2



Prison garden.....	3
Crime decline.....	5
Director's goodbye.....	7
Inmates get degrees.....	9
New HR chief.....	10
Boot camp firewood.....	13
Stats bureau change.....	18
Population outlook.....	22
Incarcerate rate down.....	25
Training Times.....	28

Budget focus: status quo

More than two-thirds of the requested increase in the Department of Corrections budget for the next two years is needed just to maintain the programs and services the agency already has for the nearly 13,000 offenders under its supervision.

"This is largely a status-quo budget designed to ensure that the corrections system continues to function effectively and protect public safety," says DOC Director Mike Ferriter.

The corrections budget submitted to the 2013 Legislature by outgoing Gov. Brian Schweitzer asks for \$381.6 million for the coming biennium, a \$30 million increase over the amount provided by the previous Legislature for the current two-year budget period.

But \$21.4 million (71 percent) of the requested increase is for what are called "present-law adjustments," which is the money needed to continue operating the prisons and community corrections programs already in place.

BUDGET, Page 23

Batista

FROM Page 1

Before heading the state investigation office, Batista was an intelligence manager for the U.S. Department of Justice's Drug Enforcement Administration from 1987 to 1994, with assignments in Texas and Nevada. He worked at improving the effectiveness of the DEA's intelligence operations through increasing cooperation with other federal, state, local and foreign law enforcement agencies.

'I'm intrigued by community corrections programs. They are a good way to do business – for offenders, taxpayers and the community.'

-Mike Batista

Batista was an investigator in the Montana Justice Department from 1983-1987 and began his career in law enforcement as an intern in the Victim and Witness Assistance Unit of the Spokane County prosecutor's office in 1982.

While working as division administrator for the state, Batista spent three years as an instructor for the State and Local Anti-Terrorism Training Program at the Institute for Intergovernmental Research in Florida.

Batista graduated from C.M. Russell High School in Great Falls and obtained a bachelor's degree in criminology from Eastern Washington University in 1982. He is a graduate of the FBI Academy, Drug Enforcement Administration Division. He and his wife Shelly have two sons.

In remarks at the Capitol following the announcement of his appointment, Batista said he is "eager and excited to get to work to oversee a Corrections Department that does right by victims' families, taxpayers and makes sure communities are safe. They have a big job to do. They do it well. They're very committed."

Although his background is in law enforcement, Batista realizes the importance of the corrections at end of the criminal justice system.

"I'm intrigued by community corrections programs," he says. "It looks like a lot of those programs have a lot of success in rehabilitation and are less expensive (than pris-

on). They are a good way to do business – for offenders, taxpayers and the community."

Batista describes himself as creative and innovative, always looking for better ways of providing public services. "I challenge people to come up with new ideas and new directions."

His first priorities will be familiarizing himself with the Corrections Department, its staff, budget, policies and programs as he prepares for the Legislature that begins the same day he officially takes office.

He brings to the director's job a big dose of legislative experience. He has worked with lawmakers in 10 sessions and understands how the process works, both politically and practically.

But he also has developed strong relationships with law enforcement and other officials who work in the public safety profession throughout Montana. "I have real respect for public safety and love supporting people who do that work," Batista says.

Montana Department of Corrections Mission

The Montana Department of Corrections enhances public safety, promotes positive behavior in offender behavior, reintegrates offenders into the community and supports victims of crime.



Mike Batista, far right, stands with Gov.-elect Steve Bullock and fellow Cabinet appointees Pam Bucy and Meg O'Leary at the Capitol announcement of Batista's selection to be Montana Department of Corrections director.

Growing interest

By Ed Kemmick
Billings Gazette

With a big greenhouse already in place, the Montana Women's Prison is getting ready to start growing a lot of food.

Deputy Warden Bob Paul said an engineer who helped design the garden area estimated that the greenhouse and garden will produce enough vegetables to meet all of the prison's needs and still allow for the donation of 1½ to 2 tons a year to the Billings Food Bank.

The 80-by-30-foot greenhouse was recently built just to the north of the prison, which is at 701 S. 27th St. Plans are to plant a 7,500-square-foot outdoor garden next spring, after the whole area is fenced off.

Paul said the garden will help offset food costs at the prison and provide a community service with the Food Bank donations.

"And then the ladies get involved, getting some life skills and vocational training," he said.

Last week, the Billings City Council agreed to vacate the alley behind the prison, selling it to the state for \$20,772. Paul said the prison will have gates on either end of the alley but will not build on it, to preserve access to underground utilities.

A similar greenhouse and garden are planned for the Pine Hills Youth Correctional Facility in Miles City. Paul said the state allocated a total of \$300,000 for both projects.

Behind the women's prison, the outdoor garden will be planted on the south side of the greenhouse. Most of the quarter block of prison-owned property north of the greenhouse will be left vacant for now.

Paul said the prison had hopes of building a warehouse on that portion of the property, but there is no funding for such a project on the horizon.

A man who lives across the street from the prison and happens to be an arborist suggested planting an orchard on the land, Paul said, and that's a possibility that the prison is considering.

Paul said the fence should be installed before winter, which is good news for the prison's food service director, Bill Peterson, who wants to get a few crops like spinach planted for early harvest.

"With a greenhouse, our growing season will be just about nine months," Paul said.

Closing the alley and fencing the property will also prevent people from getting too close to the rear of the prison yard. As it is, people have been known to walk down the alley and toss cellphones, cigarettes, cans of beer and other contraband over the fence.

The prison has already sunk a well that will provide water for irrigating the garden, and it will be used for watering the rest of the prison grounds, resulting in another cost savings, Paul said.

And though the main features of the project have been funded by the state, Paul said, the prison is still looking for donations of ground cover, weed barriers, wood chips and other supplies.

"If anybody's got donations or resources they want to dump into this, we'd appreciate it," he said.



Bob Paul, deputy warden at Montana Women's Prison, stands outside the greenhouse that is part of a garden project at the Billings facility. (Photo by James Woodcock, Billings Gazette)

EDITOR'S NOTE: This article and photo were published in the Oct. 2 edition of the Billings Gazette. Reprinted with permission.

Project will mean produce for facility, food bank

Pine Hills adds grow tunnel

Steve Ray, superintendent at Pine Hills Youth Correctional Facility, explains how the air drawn into the facility's new grow tunnel passes through the cooling radiator on the east end. Water for the sprinkler system circulates through the radiator, cooling the incoming air. Fans automatically regulate the structure's internal temperature. (Photo by Steve Allison, Miles City Star)



**By Amorette Allison
Miles City Star**

With an appropriation from the Governor's Office on Feeding Montanans, the Pine Hills Youth Correctional Facility received the funds for a 30x90-foot grow tunnel, which will be used next year to produce fresh fruits and vegetables for the institution.

The requirements of the program are that the produce be used in the kitchens to feed the students, and any extra food be donated to the Food Bank.

The grow tunnel was completed too late to be used this season, but Pine Hills Director Steve Ray says next year, it will be used to extend the growing season by about two months. The tunnel has double-wall construction to provide insulation. The interior temperature will be regulated by a series of fans controlled automatically by the thermostats.

A large plot of ground next to the grow tunnel will also be used to grow produce.

The grow tunnel is part of an overall program at Pine Hills to teach life skills. One of the most successful programs in the state is the culinary arts program at Passages, the women's pre-release center in Billings, which has received national attention. Pine Hills hopes to start a similar program using the "homegrown" produce.

Thirty-five years after the farm at Pine Hills – which used to produce much of the food for the institution, as well as providing job training and income with the sale of excess milk, butter and vegetables – was turned over to the Department of Natural Resources and Conservation, Ray hopes to start farming again in partnership with the current lease holder.

Jack Larson will be the vocational agriculture consultant for Pine Hills. The plan is for students to work in cooperation with the high school vo-ag program and the local 4-H program.

The project of greening the school has already started on a small scale. Students are maintaining flower beds and lawns. The school has water rights, which have been used for irrigation, and that will be expanded.

In addition, students have been providing assistance to the community by projects such as cleaning the hockey rink, mowing lawns for churches, and have adopted Leighton Boulevard to the landfill as part of the Keep Miles City Beautiful Adopt-A-Spot project.

This year, the students grew a pumpkin patch. Next year, they hope to grow a wide selection of produce.

EDITOR'S NOTE: This article and photo were published in the Oct. 4 edition of the Miles City Star. Reprinted with permission.

FBI: Total crime down in Montana

Montana's crime rate followed the nation's declining trend in 2011, sparked by the country's largest decline in property crimes and despite increases in the number of murders, rapes and robbery, according to the FBI's latest Crime in the United States report.

The annual report, released in late October, shows Montana experienced an overall decrease in both violent and property crime. The state had 2,670 violent crimes last year, a 2.3 percent drop from 2010. The violent crime rate fell from 275.8 per 100,000 residents to 267.5. Montana had 23,155 property crimes, a decrease of 8.9 percent that topped all states. The property crime rate dropped from 2,564 for every 100,000 Montanans to 2,320.

Nationally, violent crimes were down 3.8 percent in 2011 and property crimes fell 0.5 percent. The country's violent crime rate was 386 for every 100,000 citizens and the property crime rate was 2,909. The only type of crime to increase nationwide was burglary.

This was the fifth consecutive year that violent crimes decreased and the ninth year in a row for declines in property crimes.

Montana was one of 20 states with decreases in the numbers of both violent and property crimes.

The Montana decrease in violent crime was a sole result of a 4.8 percent decline in aggravated assaults, from 2,222 to 2,116. The number of all other major violent crimes grew.

The state had 28 murders or manslaughters, three more than in 2010. Rapes increased from 332 to 357, and robberies climbed from 154 to 169.

Declines in burglaries, thefts and stolen vehicles were responsible for the falling number of property crimes. Burglaries dropped from 3,692 to 3,390, thefts were down from 20,166 to 18,307 and the number of stolen vehicles decreased from 1,551 to 1,458.

In the mountain region, Nevada and Utah were the only other states to show declines in both violent and property crimes. Arizona, Idaho and New Mexico had increases in property crimes; Colorado and Wyoming had increases in the number of violent crimes.

The largest increases in violent crimes occurred in New Hampshire (12.4 percent), Wyoming (11.5 percent), Alabama (9.9 percent), Hawaii (9.6 percent), and North Dakota (9.1 percent). The greatest declines in violent crimes occurred in Michigan (9.7 percent), Delaware (9.5 percent), Maryland (8.9 percent), Nebraska (8.4 percent), Massachusetts (8.2 percent), and Idaho (8.1 percent).

The biggest growths in property crimes were reported in North Dakota (10.3 percent), Arizona (7.8 percent), Kentucky (6.5 percent), Arkansas (6.2 percent), Rhode Island (4.4 percent), and Idaho (4.3 percent). The steepest drops in property crimes occurred in Montana (8.9 percent), Wyoming (7.2 percent), Nevada (7 percent), Texas (6.3 percent), Alaska (6.1 percent), Utah (5.2 percent), and Michigan (5 percent).



Dr. Rantz honored

DOC Director Mike Ferriter presents a certificate of appreciation to Dr. Liz Rantz as she ends her 11 years as medical director for the Department of Corrections this fall. The presentation honored her commitment to quality health care for offenders in the Montana correctional system and recognized her role in resolving a long-standing lawsuit over health care and in obtaining National Commission on Correctional Health Care accreditation for the Montana State Prison infirmary.

Four get MSP employee of quarter awards



Kurt Marthaller and Warden Leroy Kirkegard

Two correctional officers shared employee of the quarter honors for security at Montana State Prison.

Officer Shane Austin and Sgt. Robert Turner joined Dave Garcia, who received the award for support staff, and Kurt Marthaller, the management award winner, in accepting recognition for the third quarter of 2012.

Austin and Turner were selected for their leadership and commitment in assisting with a serious traffic accident on their way to work. Both employees quickly volunteered to do whatever was necessary to help.



Sgt. Robert Turner and Warden Leroy Kirkegard



Dave Garcia

They stabilized the injured person, controlled traffic and kept the injured person calm. Once rescue workers arrived, the scene was secured and the injured person was treated by medical personnel. Austin and Turner were cited for their team attitude and for responding when needed the most.

Turner has worked for the department for almost 12 years; Austin has since left corrections.

Garcia was described as someone who "goes above and beyond his daily duties." If asked, he will always figure out a way to help with a request. Most recently, Garcia was asked to shoot video of a clemency hearing at Powell County Courthouse. The request came from the Board of Pardons and Parole. He changed his work schedule, found equipment and all of the necessary tools to complete this project. Within a week of the hearing, Garcia provided a finished product to all parties who wanted copies.

Garcia also was recognized for his work as chairman on the MSP Communication Committee, for which he provides training opportunities and clear direction.

His nomination form said that Garcia "does not worry; he finds easy solutions to solving problems and uses resources to get the tasks completed. Dave has extensive knowledge of prison policy and procedures and he uses a common sense approach to his work. We rely on Dave Garcia at Montana State Prison. He is one of our valuable assets."

Marthaller was recognized for his leadership role in guiding his food service team through the process of receiving the Montana Food Star Award.

The program was developed by the Food and Consumer Safety Section of the state Department of Public Health and Human Services to recognize food service establishments that take certain steps to ensure the safety of the food in their establishments. They are recognized for developing and using documented and approved procedures, training management and staff, performing self-inspections, and implementing corrective actions.

While the entire food service team was recognized for its effort and hard work in meeting the requirements of this program, the achievement would not have been possible without Marthaller's leadership.

To receive this quarterly honor, an employee must meet specific criteria and be reviewed by a selection committee. Each employee of the quarter receives a plaque, a certificate of appreciation and a special parking space during the quarter; has their photographs posted in the lobby area of the administration building and is automatically eligible for the employee of the year award.

Christine Cox from DPHHS presented the state food service award at the food service appreciation barbecue in October.

Internal awards were presented to food service staff at that event. Les Gervais is food service supervisor of the year; James Pearson, Jeff Baslington and Bill Pankratz were honored for best attendance by a food service supervisor; and Michael Smith received an award for most positive food service supervisor. Others recognized for their exemplary work in the past year were Laurie Daniels, Travis Jones, Larry Hendrickson, Jill DeSilva and Gerry Rossberg.

From the Director

Mike Perita



So often we hear the words “Oh how time flies.” As I write this column to the Department of Corrections staff, our many partners and interested parties for the last time, this phrase truly fits. The past 6½ years as director and the 35 years as part of Montana’s correctional system seem to have passed so quickly.

I can’t begin to give thanks to all those who have provided the support to me during the past three decades of working with hundreds of corrections professionals. I do not know where to start if I tried to thank individuals who have worked so hard to fulfill the duties and responsibilities that are part of this very special agency.

Instead I have elected to write about the agency mission and the key words on the department’s logo: “Public Safety and Trust.”

One can see these words on department letterheads, buildings and in policies. During my tenure as director, our team – spread border to border in this sprawling state – has admirably fulfilled the mission. They have kept Montana safe. They have kept offenders safe. And they have kept each other safe. I thank every one of them for so many good nights of sleep while our employees have managed hundreds of inmates in secure facilities and our team members safely managed thousands of offenders on the streets.

I know our staff has done its jobs because I very rarely have received legitimate contacts from our citizens indicating that they have lost trust in our agency and our ability to keep them safe. I do not take for granted that we have gained the trust of the people of our state. I do not accept credit for this trusting relationship. It is the staff at our facilities, on the streets and those in our numerous office settings around Montana that deserve the credit.

To DOC employees, I urge you to take pride in your work and in the fact that you are respected by many Montanans. Have confidence that you have and will continue to fulfill the expectations of the families of Montana.

I will miss so many people within Montana’s corrections and justice systems. It has been an honor to work side by side with you and to have the opportunity to serve as in the leadership role. Stay safe and remember that this past director will always be one of the many who appreciate the work you do.

I wish Governor Bullock and Director Batista well and, on behalf of Governor Schweitzer, I am proud to hand them a corrections system that exemplifies professionalism, innovation and integrity.

“The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports the victims of crime.”



New supervisor tool coming soon to computer near you

**By Carol Fah
HR Specialist**

It's been a long time in production, but the online performance appraisal application is nearing completion. This application is part of the department's new Employee's Service Center (ESC) and is based on the statewide competency model. A link to the service center is located on the department's intranet home page.

The ESC will allow supervisors to create performance appraisal templates for the positions (i.e., administrative support, correctional counselors, human resource specialist) they supervise, based on the competencies listed on the job description. The supervisor will use this template to create individual performance appraisals for each employee.

The department has two agency-wide competencies that apply to every position: ethics and customer service. These will be a part of the performance appraisal for all corrections employees. Supervisors will be able to choose the behaviors that will be the most applicable under these two competencies for their positions.

Each division will need to establish two additional competencies that will be a part of the performance appraisal of all employees within that division. After the department and division competencies are in place, supervisors will choose 4-6 other competencies unique to the positions.

Other aspects of the appraisal go beyond establishment of the competencies for each position. Knowledge, skills and abilities need to be considered and should be the same for each position, while goals are unique to each employee. Supervisors will work with their respective human resource specialist to develop the templates for all positions.

What can supervisors do now to be prepared when the application is online?

Review the competencies and the knowledge, skills and abilities in the job descriptions for your positions to be sure everything is up to date and accurate. Then establish the competencies for your division.

ESC is an exciting new web-based application for the department that will give supervisors tools to document and review employee performance and for employees to be able to review the information.

Inmates receive theology degrees

Richard Shreves recalls talking to a correctional officer at Great Falls regional prison shortly after beginning his 60-year prison term for homicide. Shreves had overheard inmates talking about the Bible and he had lots of questions.

"Why not learn the language," the sergeant suggested.

Nine years later, Shreves earned an associate's degree in the Bible and theology from Global University, a fully accredited non-profit Christian school based in Missouri.

"It was despair, looking at my life in prison," Shreves says of his decision to make the Bible his focus. "My motivation was to get to know God and the peace that comes with that."

Shreves, who will not be parole eligible until 2041, was one of two men receiving an associate degree at Montana State Prison in early October. They are the first to graduate from the program.

Shreves and John Vollhaber needed five years to collect the 64 credits needed to receive the correspondence degrees. Both men plan to continue working toward bachelor's degrees.

Vollhaber, serving 20 years for rape, spent 3-4 hours a day studying and on weekends he logged 12 hours. Although parole eligible, he has been in prison since 2005 and will not come before the Board of Pardons and Parole again for eight years.

He wants to use his degree to be a chaplain in a prison or at a prerelease center. Shreves hopes to someday teach theology in college or a prison, or begin a church ministry.

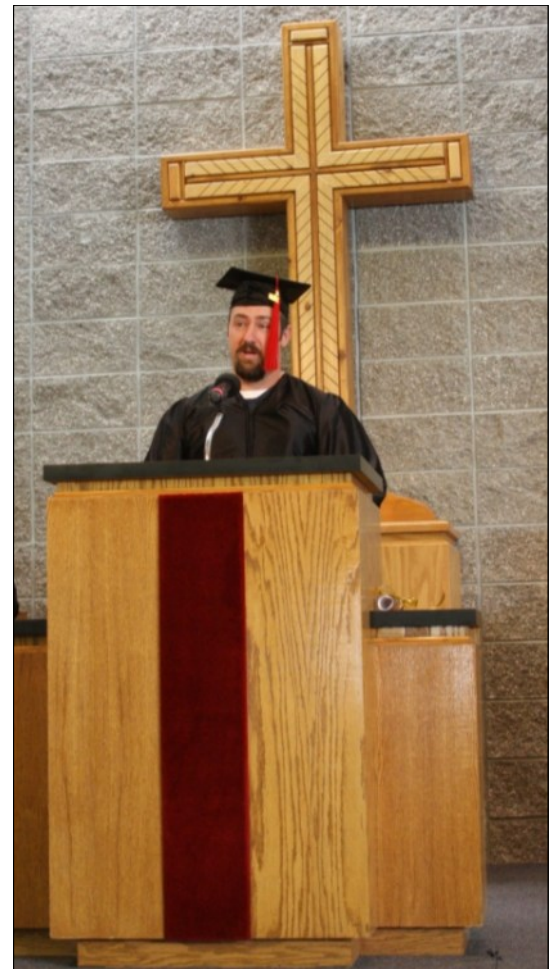
Both men know that their achievement doesn't undo the crimes and victims they have left in their wake, but they are confident that they are better for having found a calling.

The Global University Independent Distance Education Program is an accredited, facilitated, college-level experience for approved low-security inmates at the Deer Lodge prison. Officials approved the program in 2007.

Enrollment is open to any inmate, regardless of religious preference, who has at least one year of clear con-



John Vollhaber, above, and Richard Shreves received degrees in the Bible and theology during a ceremony in the Religious Activities Center at Montana State Prison.



duct, a GED or high school diploma, satisfies requirements of the prison's education department, submits an application essay and is able to remain in good standing academically and financially with Global University.

Patricia Berkram, who holds a doctorate in theology and is a registered nurse at the prison, volunteers at MSP as an instructor for the program. She holds bi-weekly classes on the low side and at the Work and Reentry Center.

At the graduation ceremony in the prison's Religious Activities Center, Berkram addressed the graduates and several other inmates enrolled in the program.

"These men are very special," she said. "We're trying to bring them under the influence of God. When I look at these men, I see the hand of God upon them. Remember men, you are new creations. You don't have to be what you were before. I see hope, I see promise, I see potential."

Tom Wilson, who was religious activities coordinator until becoming associate warden for programs this fall, said the educational opportunity offered by Global has "creating something in the middle of a correctional setting where people are helping people."



Spotlight

For Phillips, HR is in his blood



Phillips

Gary Phillips, with two decades of experience in the personnel services field, will be the new chief of the Human Resources Bureau for the Department of Corrections.

He started working with outgoing Bureau Chief Ken McElroy on Dec. 17. McElroy is retiring Dec. 28 after 12 years with the department and another dozen years of human resource experience in state government before moving to corrections.

Phillips graduated from high school in Florida and earned an associate degree in general education from Okaloosa Walton Junior College in Florida in 1981 and received a bachelor's degree in political science and public administration education from Florida State University in 1992.

He was a senior human resource strategist in the Montana Department of Administration for almost a year until June. Before that, Phillips was a chief of personnel services for the Florida state courts system for four years and administrative services director in the Florida Guardian ad Litem Program for 3½ years.

He was a compensation analyst for the Florida Department of Transportation for two years and a human resources consultant in the Florida Department of Management Services from 1998 to 2002. Phillips spent 1½ years as senior human resource manager for the Florida Department of Highway Safety and Motor Vehicles and began his career as human resource generalist for that state's revenue department in 1992.

As the new bureau chief, Phillips will oversee a staff of 10 that handles human resource services for a workforce of about 1,300 employees.

Phillips says the human resources field was natural for him.

"When I look back all of those years ago, I don't think I picked HR as much as it picked me," he says. "I've always liked helping people so working in HR has been a good fit. It didn't take long to figure out that I could also work with management to help increase employee productivity and morale. That is when my passion for HR and



Inmate Tony Garcia poses with the mural he painted on the MCE dairy.

MCE dairy facelift includes mural

By Gail Boese
MCE Administrative Officer

Passersby will notice something different about the dairy operated by Montana Correctional Enterprises at Montana State Prison.

The dairy has had beautification projects under way for a few months. The building was repainted and reroofed,

Phillips

FROM Page 10

desire to make a difference really ramped up.

"When you think about the importance of our mission, the size of our budget and the complexities of the issues we deal with, you quickly realize the importance of our work," Phillips says. "Add the unique challenges many of our employees face working directly with inmates or in institutions and it is clear that managing HR in this department is a big challenge."

He says he's fortunate to be joining an excellent HR staff. He believes McElroy has made a "positive difference in HR for quite some time and it is my goal to continue this tradition of excellence as the new Human Resources Bureau chief."

the silo was painted to look like the spots on a Holstein cow and a mural was added to the dairy wall, painted by inmate Tony Garcia.

The effort is an indication of the pride that the dairy staff and the inmate workers have in the operation. MCE officials thank them for all the hard work they do and thanked the prison maintenance staff for help in reroofing the building.

Dave Miller, dairy manager, says the dairy continues to be one of the top milk producing dairies in the state. It milks 310 cows three times a day, producing approximately 100 pounds of milk a day per cow. Besides low-fat and non-fat milk, the dairy also produces cottage cheese, ice cream, buttermilk, yogurt and cream.

Its customers include Montana State Prison, Montana Women's Prison, Treasure State Correctional Training Center, Riverside Youth Correctional Facility, Montana State Hospital, Lewistown Mental Health Nursing Care Center, Helena Prerelease Center, Elkhorn Treatment Center, and Anaconda-Deer Lodge County Detention Center.

The dairy and processing plant have a staff of five and about 35 inmate workers.

MSU Billings representatives donate books to the Montana Women's Prison. From left, Lisa Dallapiazza, student government senator; Warden Jo Acton; Gary Amundson, adjunct instructor at the College of Business; Annamae Siegfried-Derrick, operations manager at the prison; and Brent Roberts, director of the MSU Billings Library.



MSU donates books to women's prison

By Dan Carter
MSU Billings University Relations

As a faculty member at Montana State University Billings, Gary Amundson enjoys seeing the love of learning percolate in his students. Often, the more they learn, the more robust the passion becomes.

And for Amundson, that passion not only comes in a classroom or online setting through MSU Billings, but places where education truly provides a path to a brighter future.

Places like the Montana Women's Prison.

Now, thanks to Amundson, inmates have 31 new books in the prison library to encourage continued learning in areas of general learning, cooking, baking, crafts and even zoology.

The adjunct professor at the College of Business spends the lion's share of his time doing general business and finance classes for students at the MSU Billings campus and handles much of the online business classes. In the fall of 2010, however, he was asked to provide a general business class at the Montana Women's Prison through the "Pathways to Self-Sufficiency" program offered by the university.

So impressed was he by the passion and interest of the women to learn, he wanted to give something back. So when he was honored by the student government last spring with a faculty excellence award, Amundson thought it made good sense to use the \$500 award money to buy books for the women at the prison.

"It was a great experience and I thought it is a worthwhile project so I just wanted to do it for them," he said.

The Associated Students of Montana State University Billings selected Amundson to receive one of its Outstanding Faculty awards last spring. Part of the award includes funds for purchasing library materials with funds provided by ASMSUB and the MSU Billings Library. The idea is that the \$500 be spent on library materials that support the faculty member's own research or that of their students.

When Amundson and MSU Billings Library Director Brent Roberts started discussing his plans for the award money last spring, Amundson indicated he wanted his award to be spent on materials for the prison library collection to support students taking classes there. That turned into conversations with Annamae Siegfried-Derrick, the operations manager and public information officer at the prison, and Cindy Bell, who helps coordinate the Pathways program at MSU Billings. They talked about what materials might be most appropriate and Siegfried-Derrick, who is an alumna of MSU Billings, conducted a survey of the women to see what they wanted.

That list was in turn handed off to Roberts, whose staff did the purchasing and processing. In mid-November, Amundson, prison representatives, an ASMSUB representative and Roberts met to get those books to the prison. It completed the circle of teaching, learning and community outreach that takes place at the university on a regular basis.

The books – many of them on topics that encourage personal improvement and development – are now in circulation at the prison. The women have enjoyed each of them, Siegfried-Derrick said, with the most popular being the cook-books.

"These have been a great addition to our library," she said.

Boot camp gives firewood to 115 families

**By Heather King
Administrative Assistant
Treasure State Correctional
Training Center**

Cold, winter weather has arrived and so has another shipment of firewood from the Treasure State Correctional Training Center for the elderly and disabled residents of Powell County.

On Nov. 2, offenders at the boot camp outside Deer Lodge delivered the 185 cords of cut and split fuel, enough to fill 44 dump trucks.

The trucks are courtesy of City of Deer Lodge, Powell County Road Commission, Montana State Prison and Sun Mountain Lumber Co. The drivers and companies volunteer their time for this project.

The wood, cut and split by boot camp trainees using hand tools, is donated by Sun Mountain Lumber Co. and owner Sherm Anderson.

Trainees develop a good work ethic, pride and self-worth in undertaking this annual project. They look forward to delivery day, whether it be loading the trucks at the boot camp or going into town to help with the unloading. It is a happy day for all involved.

This year, 105 households received at least one pickup load of firewood. Ten residents unable to pick up their own wood had it delivered to their homes.

Treasure State officials thanked Anderson and Sun Mountain, Deer Lodge Mayor MaryAnn Fraley, the city of Deer Lodge, Powell County commissioners, Boomerang Bakery, Safeway, Powell County Road Commission, Montana State Prison and Warden Leroy Kirkegard, the Montana Standard, Silver State Post, and KQRV Radio for their support of the project.



Trainees at the boot camp load wood in a local resident's pickup during the annual giveaway in Deer Lodge. (Photos by Heather King)



Dairy greets rare triplets

The Montana Correctional Enterprises dairy at Montana State Prison saw a rare event recently when one of the cows gave birth to triplets. The odds of a dairy cow giving birth to triplets are slim — about one in every 105,000 births. Here, inmate Joe Baughman, who works at the dairy, tends to the three newcomers while mom is nearby. The dairy has more than 300 cows milked three times daily.

Health & Wellness

By
April Grady



Quarterly Quote: A Marshmallow World

*It's a marshmallow world in the winter,
When the snow comes to cover the ground,
It's the time for play, it's a whipped cream day,
I wait for it all year round.*

*Those are marshmallow clouds being friendly,
In the arms of the evergreen trees,
And the sun is red like a pumpkin head,
It's shining so your nose won't freeze.*



Eco Tip: What to do with old Christmas cards?

Holiday greetings warm the heart and we would like to hold onto the well wishes throughout the year. Many of us simply don't have the space to keep cards gathered over past

holiday seasons. Here are a few card recycling ideas to spread holiday joy into future years without creating storage hurdles.

1. Gifts tags for next year. You can cut out the front of the card (make creative shapes by following the design on the card), and then write your "To" and "From" on the back. Cut out the main picture- like Frosty the snowman, or Rudolph and then just punch a hole in it to tie on to your packages.

2. Post cards. I am not sure if many people use postcards anymore, but if you do, cut your old Christmas cards in half keeping the picture side. This is not only a pretty suggestion, but postcards are cheaper to send than regular cards so it may save you money too.

3. Donate them for craft projects. After some research I found out that many schools, senior centers and other programs use old cards for craft projects. Contact your local library, school, senior center, church, Boy Scout or Girl Scout chapter to see if they would want them.

4. Gift bags for next year. Cut off the front part and paste them on regular brown shopping bags (the ones with the handles) to use as gift bags for the following Christmas. I

thought it was a great idea, if you have the time. This is earth friendly, recycles old brown grocery bags and Christmas cards at once!

5. Scrap booking embellishments. Some cards are so pretty, why not save the best parts of the cards for scrap booking. Gold and scalloped borders look so nice around pictures and you can use your fancy scissors to cut out the other shapes and decorative items for your holiday scrap-books.

6. Table place cards. If you either cut out strips or just use cards that will fold nicely, you can make table place cards for your next holiday dinner. Just get a paint marker to write out everyone's names on the front of each one.

7. Have the kids make tree ornaments. Get some lace, beads, ribbon, or whatever scraps you have around the house. Get some of Alene's Tacky Glue and glue the inside to the outside that way they will not come apart. They are super thick and then add some lace around the edges, or decorate however you like. Maybe get some glittered glue and highlight some areas to make it look like it is sparkling. Let the kids be creative! Put a hole on the edge and make original tree ornaments out of them.



It's a Family Tradition:

Declare Christmas Eve a stress-free family focused Famoliday! by implementing these new family holiday traditions: (aheartfulloflove.com)

Ancestry: This may take some time to research but take a look at your families ancestors or even ask

your parents or grandparents to help you trace back. Once you learn where you come from, get online and research popular holiday traditions that your ancestors may have participated in. This is a great way to show your children a little bit of history and where they come from.

Draw Names: With the economy not at its best, holidays have become difficult, so this tradition is perfect for those who are on a budget this year. The concept behind drawing names is to focus on one person in your family while only spending a certain amount of money. Have each family member draw names and set a price limit. For the little ones, mom and dad may have to pair up and help.



Pot luck: There is something about family cooking together in the kitchen that creates the most memories. This year have each family member choose a dish to make of their own choosing. You can offer dishes or allow them free range. Of course you will need to help and guide the younger ones, but what a great way to get the whole family involved and helping. Plus less meal preparing on your behalf!

Get active: After opening the presents Christmas morning bundle up the whole family and head outdoors. Even if it is to take short walk, a round of family flag football or testing out new toys, getting outside and burning energy will not only pave the way for a wonderful day but prevent any tired meltdowns. Don't forget to grab the camera!

Sweet and Savory Alternative to the Christmas Turkey Tradition:

Apple Orchard Pork Roast Recipe (tasteofhome.com)

Ingredients

- 1 boneless whole pork loin roast (3 to 4 pounds)
- 1 garlic clove, peeled and halved
- 1 teaspoon salt
- 1/2 teaspoon pepper
- 6 fresh sage leaves
- 3 fresh rosemary sprigs
- 3 fresh thyme sprigs
- 3 large tart apples, cut into wedges
- 2 medium onions, cut into chunks
- 4 garlic cloves, thinly sliced
- 1/4 cup butter, cubed
- 1-2/3 cups sparkling apple cider, divided
- 1 tablespoon soy sauce
- 1/4 cup sour cream

Directions

- Place roast in a shallow roasting pan; rub with garlic halves and sprinkle with salt and pepper. Top with herbs. Arrange the apples, onions and

sliced garlic around roast; dot with butter. Combine 1 cup cider and soy sauce; pour over top.

- Bake, uncovered, at 350° for 1-1/4 to 1-1/2 hours or until a meat thermometer reads 160°, basting occasionally with pan juices. Remove the roast, apples and onions to a serving platter; keep warm. Let stand for 10 minutes before slicing.
- Meanwhile, skim fat from pan juices; transfer juices to a small saucepan. Add remaining cider. Bring to a boil. Remove from the heat; whisk in sour cream until smooth. Serve with pork. **Yield:** 8 servings (1 cup sauce).

Nutritional Facts 6 ounces cooked pork with 1/2 cup fruit mixture and 2 tablespoons sauce equals 359 calories, 15 g fat (7 g saturated fat), 105 mg cholesterol, 506 mg sodium, 21 g carbohydrate, 3 g fiber, 34 g protein.

Holiday Reads: This Christmas, add storytime around the fireplace to your holiday traditions. The following classic holiday reads reflect true Christmas spirit:

The Velveteen Rabbit (or *How Toys Become Real*) is a children's novel written by Margery Williams and illustrated by William Nicholson. It chronicles the story of a stuffed rabbit and his quest to become real through the love of his owner.



The Gift of the Magi One dollar and eight-seven cents is all the money Della has in the world to buy her beloved husband a Christmas present. She has nothing to sell except her only treasure -- her long, beautiful brown hair. Set in New York at the turn of the twentieth century, this classic piece of American literature tells the story of a young couple and the sacrifices each must make to buy each other a special gift.

The Best Christmas Pageant Ever The Herdmans are the worst kids in the history of the world. They lie, steal, smoke cigars, swear, and hit little kids. So no one is prepared when this outlaw family invades church one Sunday and decides to take over the annual Christmas pageant. None of the Herdmans has ever heard the Christmas story before. Their interpretation of the tale -- the Wise Men are a bunch of dirty spies and Herod needs a good beating -- has a lot of people up in arms. But it will make this year's pageant the most unusual anyone has seen and, just possibly, the best one ever.

Regional Roundup



Items in the roundup are contributed by the regional probation and parole staffs.

Region 3

The region has seen some personnel changes in the last quarter. Linda Larson started in the administrative support position in Great Falls. She replaced Shelia Knudson who moved into the probation and parole officer assistant role. Wayne Bye is the new supervisor, replacing Mike Redpath who retired earlier this year. Bye came from Contract Placement Bureau where he was the department's contract monitor at the Great Falls Regional Prison.

The region also would like to welcome Randy Estes and Robert Cummings as new probation and parole officers. Estes comes from Alabama where he worked in law enforcement and probation and parole. Cummings has worked as a PO in Missouri and in the correctional field in Iowa. We are working at filling another PO position in Great Falls. This position was left vacant when Jim Brilz transferred and took his experience and talents to the Billings office.

Congratulations to PO Josh Lachenmeier for reaching the five-year mark with probation and parole. The Great Falls office would like to thank PO Jeremy Lizotte from Lewistown for helping out with presentence investigations and other duties while we have been shorthanded.

Havre Probation and Parole is happy to announce the first session of Hill County Drug Court took place on Dec. 6. Katie Kuhr is representing P&P on the Drug Court team.

On Oct. 25, POs Jim Brilz, Cory Purves, Christie Slaughter, and Bill Bellusci played a key role in locating a sexual assault suspect in Great Falls. The dedication and alertness of the officers was critical in finding the suspect and allowing law enforcement to make an arrest. Thank you for your commitment to public safety and teamwork with other agencies.

The region is looking forward to the holidays and bringing cheer to the office, including a door decoration contest. Julie and Corin from Misfits Counseling have volunteered to judge the doors and select the winners. Good luck to all the participants.

Region 5

Merry Christmas to all. During the past quarter, we have had one officer leave us. Brian Julian is headed out of state to work on aerospace engineering. This is proof that we do have a few rocket scientists. We also have been able to welcome Adam Morrissey who is our new regional administrative assistant.

In Kalispell, we will soon be welcoming two new District Judges, Heidi Ulbricht, and Robert Allison, who are taking the places of retiring District Judges Stewart Stadler and Katherine Curtiss. We all look forward to working with the newest jurists in the area. In addition to our new judges, our office is currently finalizing the hiring process and hope to be fully staffed for the new year.

Region 6

The region is once again firing on all cylinders. Michelle Helgeson was hired to fill the new probation and parole officer position in Sidney. She is a recent graduate of the University of Wisconsin-Superior where she studied criminal justice. Helgeson previously worked for the region as an intern in Glendive where she earned 150 hours toward her college degree. She will team with Lloyd Dopp and Vickie Strouse, tackling the ever-increasing caseload as a result of activity associated with the eastern Montana oil boom. We are very happy for her experience and she is a welcome addition to the crew.

On the topic of the Sidney, Strouse is back. Vickie left us for a time, but decided to return to her duties as a PO technician, and we are grateful to have her. She brings a vast amount of experience to the job and anyone who has worked with her will tell you she is one of the best PO techs in the state. She is a key component to the Sidney team and they are very happy to have her back. She was sorely missed.

Mike Radakovich was hired a few months ago to fill the Native American specialist PO position in our Glasgow office. He has been working with the Native American population on the Fort Peck Reservation. He brings unique

Roundup

FROM Page 16

experience to the job as he has previously worked as a crop adjuster and as a school administrator. We are happy to have him.

The region owes a great deal of its success to the efforts of its administrative assistants and PO techs. Patty Washington in the Miles City Office continues to bring laughter to those around her while at the same time assisting Officers Tom Fulton and Roxy Silver with a multitude tasks. She is a joy to work with and an invaluable member of the staff. Mary Doll of Glendive office and the word “amazing” are often used in the same sentence in our region. She runs the show in Glendive, assisting Regional Administrator Emery Brelje and Supervisor Sue Drivdahl and Officers Tara Zody and Wally Peter with whatever needs to be done. Doll always works hard for us and we appreciate her dedication and assistance. Lloyd Sundby is regularly found in the Glasgow office offering a joking remark to one of his officers. When he is not answering phones and assisting with office projects he can be found on the road helping

out Officers Pam Heiken and Radakovich as they travel to their various reporting areas. His continued efforts are much appreciated. And finally, Strouse is an invaluable member of the Sidney office.

On Dec. 6, the region had its annual potluck and regional meeting. Dopp received a certificate for his five years of service to the DOC. He is an excellent officer and trainer, and we are proud to have him. During the meeting, staff discussed the increasing volume of PSIs that our region has been experiencing over the past two years. Our region has had a 25 percent annual increase in the number of investigations ordered by courts, which has made it increasingly difficult for our regional officers to adequately supervise our offenders. We cover a large area and some officers have to travel hundreds of miles to supervise offenders. During the meeting we discussed different options and ideas to help with our increasing work load. We also talked about the department’s reentry initiative as well as the upcoming training in the use of a new offender risk assessment tool. LaVonne Kautzmann, the institutional probation and parole officer at the WATCH DUI treatment program in Glendive, recently completed the training and will soon be training officers in the region.

In national survey of administrators

Budget, turnover top correctional concerns

Inadequate funding continues to be the top concern of corrections leaders across the country, although dealing with turnover of staff has become a much greater worry in the past year, according to a new survey by the Association of State Correctional Administrators (ASCA).

Ten of the 28 top state correctional officials responding to the survey cited budget as the most significant issue they face and a dozen states listed it among the top four issues. That’s almost the same finding in the previous ASCA survey.

Some corrections officials said budget cuts in recent years threaten to affect their corrections departments’ ability to fulfill their constitutional obligations to provide adequate services to offenders. Shortages of mon-

ey also limit repairs of infrastructure, leads to elimination of programs and hampers the ability to measure progress and evaluate programs, they said.

The Montana Department of Corrections’ appropriation for the current biennium is slightly less than it received in the previous two-year budget cycle.

Handling turnover of staff and being able to recruit and retain employees wasn’t even among the top 10 concerns of correctional administrators in the previous survey. This time, the problem ranked second behind budgets and nine states ranked turnover in the top four concerns.

The Montana DOC had a 22 percent turnover rate in fiscal year 2012,

a significant increase from the 17 percent rate the previous year.

Managing the medical, aging and mental health needs of inmates was the third most critical issue, followed closely by the cost of inmate medical care. In the 2011 survey, medical costs placed second on the list of issues.

Reentry initiatives, and the related potential for reducing recidivism, rank fifth in the latest survey, while sexual misconduct by staff and inmates placed sixth. Bed space management, detection of contraband, general staff behavior and finding housing for difficult-to-place released inmates finish off the top 10 items on the administrators’ list.



Hall

Johnson heads stats office

The Department of Corrections saw a change in one of its critical positions on Nov. 1.

Mark Johnson, who has been a statistician for the agency for nine years, became chief of the Statistics and Data Quality Bureau. He replaces Dewey Hall, who retired Oct. 31.

The bureau plays a crucial role in providing statistical information for department officials, legislators, law enforcement and criminal justice agencies, and the general public. The information provides the foundation for making policies and decisions affecting the operation of the corrections system and thousands of offenders.

Johnson, 56, joined the department in December 2003 after leaving Hewlett Packard, where he did contract work in Colorado as a systems analyst. A Missoula native, he is responsible for the quality and timeliness of data, and directs the department population management team meetings and works hard to ensure the department's projections are as accurate as possible.

Hall was an industrial hygienist at the Department of Environmental Quality for 2½ years before starting his career with corrections in 1997.

At that time, any statistical information from the Adult Criminal Information System (ACIS) had to be downloaded into a Microsoft Access database and queried from there. This was a time-consuming and tedious process that made it difficult to respond to information requests.

Hall was instrumental in the procurement of new analysis and reporting tools that continue to make the process more efficient and reduce the response time needed to fulfill information requests.

Kurt Lewis, a statistician in the bureau, took over Johnson's position and Sherri Rowe, an application developer, replaced Lewis.



Johnson

Return-to-work program benefits everyone

**By Wanda Hislop
HR Specialist**

When a state employee is injured on the job, the state agency wants to do all it can to help them get back to work as soon as medically allowed and fitting with their medical treatment plan. This program promotes rehabilitation and enhances the recovery process of employees experiencing a job-related illness or injury, while maximizing productivity and controlling related expenditures.

The Department of Corrections is actively participating in this state program. To assist supervisors in getting their employees back to work, the human resources staff has "Grab and Go" packets available. When an employee is injured on the job, he or she should be given one of these packets to take to the doctor. The packet includes the first report of incident that is required to be completed for a workers' compensation claim. It also contains all the information regarding the return-to-work program and the medical status form that the treating physician fills out.

This packet can also be found at www.benefits.mt.gov/workerscompearlyreturn.mcpix.

When an employee returns with the medical status form, the transitional team leader (usually an HR staffer) will meet with the employee and supervisor to determine what, if any, temporary transitional work duties are available. The employee will work in a temporary transitional duty position as needs dictate or until allowed by the physician to return to regular work.

While on transitional duty, an employee will earn a regular, hourly wage and will accrue all benefits as applicable in their regular job. Transitional duties have been shown to speed recovery while minimizing disruption to the normal routine. Employees also preserve their leave time and benefit balances and they will work in a controlled environment to minimize risk of re-injury.

The department benefits from this program by being able to maintain productivity in the workplace while supporting the culture of caring for its employees. The big advantage for the department in helping injured workers get back to work is the opportunity to minimize worker's compensation costs.

Return

FROM Page 18

Finding transitional duty in the work areas can sometimes be challenging.

Supervisors with projects that can benefit from a transitional duty assignment should notify human resources and give them a brief job description for that work. The information should include the physical demands and functional requirements of the work; this helps determine where employees can be placed based on their restrictions.

The program allows placement of employees in other state agencies or other DOC work areas that may need help. When a bus carrying Montana State Prison employees to work crashed in November 2007, several of the injured workers were placed with the Department of Revenue and other state agencies in Butte and Anaconda. It worked well for all agencies and was the pilot for the return-to-work program being used with other agencies.

Employees are the department's most valued asset, relied upon to get the job done every day. Supervisors should maintain regular communication with injured employees while they are home recovering or when they have returned to work.

For helping rebuild Iraqi correctional system

Crossroads official receives award



Shoop holds his Award for Distinguished Service presented by the assistant U.S. attorney general.

Tim Shoop, assistant warden at Crossroads Correctional Center in Shelby, was one of seven Americans honored for their role of helping to rebuild the Iraqi correctional system following the overthrow of Saddam Hussein.

The team of managers was part of an effort by the U.S. Justice Department's International Criminal Investigative Training Assistance program, which works with foreign governments to develop professional and transparent law enforcement institutions that protect human rights, prevent corruption and reduce the threat of crime and terrorism.

Shoop, who was in Iraq as a manager and adviser for five years, started at Crossroads in September. He was among those receiving the Award for Distinguished Service from Assistant U.S. Attorney General Lanny Breuer in early December.

The award recognized the team's "exceptional leadership and administration of the most demanding and complex post-war reconstruction effort since World War II."

The team was tasked with assessing the state of the Iraqi correctional system and then with reconstituting it.

Under Saddam's regime, there had been no national standards for incarceration of prisoners, and most, if not all, facilities were inhumane places where prisoners were subject to torture and other human rights abuses. Unlike the police and military, there was no Iraqi correctional service to reconstitute—there were no personnel to call back to duty.

The team undertook the selection, mentoring and training of every Iraqi manager and correctional officer currently serving in the system, including recruitment, vetting and training of 19,000 staff; the establishment of 30 prisons throughout the country; and a headquarters operation that can effectively manage this massive national system that houses 28,000 inmates.

How others see corrections

A view inside Montana State Prison

EDITOR'S NOTE: The following article and photo were published in the Oct. 26 edition of the Anaconda Leader. Reprinted with permission.

**By James S. Rosien
Anaconda Leader**

Twenty miles north of Anaconda in the Deer Lodge Valley is a town-within-a-town, with nearly 1,500 residents and 600 workers, complete with hobby workshops, industrial trades, ranching and dairy farming – but it's a town with walls, fences and security that few tourists ever get to see the inside of.

That's because the town is Montana State Prison and its residents are inmates convicted of felonies and sentenced to prison.

This week, *The Anaconda Leader* toured the main Department of Corrections prison site for male inmates and sat down for an interview with its new warden, Leroy Kirkegard, who took over administration of the prison in late 2011 following a 20-year career with the Metropolitan Police Department of Las Vegas.



Montana State Prison Leroy Kirkegard walks the prison grounds during an autumn snowfall. (Photo by James Rosien, Anaconda Leader)

"It's exceeded my expectations 100 percent," said Kirkegard, who is originally from Circle, "These are some of the best staff and officers that I've ever worked with. It was a change coming from 20 years at a pretrial facility to a lockdown facility, but I've spent a lot of time talking with officers and offenders and everyone has their head held high and proud of what we're doing here."

Responding to concerns raised by the second alleged homicide at Montana State Prison in the last 13 months – the Oct. 6 death of inmate Dan-

ny Lee Hartford, 53, whose body was found in his cell in a high-security housing unit, is still under investigation by the Montana Department of Corrections Investigations Bureau, and Shaun Duncan Morrison, convicted of murdering fellow inmate Julio Santiago Jr. on

Sept. 4, 2011 – *the Leader* asked Kirkegard whether safety may be an issue at the prison.

While he agreed that these were "very unfortunate incidents," Kirkegard disputed any connection between these homicides and the prison disturbance in 1991 when an uprising by inmates in the maximum-security facility at MSP resulted in five deaths, and emphasized that safety is a daily concern.

"The correlation between the homicides and the disturbances of 1991 is non-existent," said Kirkegard, who pointed out that in 1991 there was no objective classification system in place. We have 1,485 inmates and unfortunate things may happen when you put this many diverse men into close confines. Our officers are very well trained and public safety is discussed at every meeting I attend."

Although the investigation into the recent homicide is

'These are some of the best staff and officers that I've ever worked with I've spent a lot of time talking with officers and offenders and everyone has their head held high and proud of what we're doing here.'

-Warden Kirkegard

Inside

FROM Page 20

still ongoing, Kirkegard said that it was not gang-related, and added that there are routine cell checks, that inmates are reviewed regularly for how they should be classified and housed, and that the training officers – who are as-

‘He listens, and though he doesn’t always agree, he’s fair. You really have to look at things on both sides of the fence.’

***-Inmate Scott Abe
on Warden Kirkegard***

signed to a facility within the prison for a year so they can get to know the inmates – receive teaches them how to deal with inmates at different custody levels.

“We’re a lot more security conscious,” he said, pointing out that even in the more re-

laxed atmosphere found in the prison’s treatment facilities safety is “foremost on everyone’s mind.”

Linda Moodry, public and victim information officer at MSP who has worked at the prison for 30 years and remembers the disturbance in 1991, said the prison “went through a lot of changes and many of them were painful, but the result was that we learned a lot and made significant improvements.”

One improvement she mentioned was the addition of mental health units, along with the hiring of mental health technicians and specialists, who provide specific treatment and support to inmates with mental health needs.

We had one mental health tech when I started, then we were up to three, and now we have six mental health techs and an active therapist,” said Mike Weist, mental health tech in the High Side 2 facility, which contains a mental health unit. “Education and training has come a long way.

We do extensive mental health screenings, that’s part of the reception process. We’re not in the gray (corrections officers uniforms) so they talk to us a lot.”

Another improvement that Kirkegard’s comments related back to was the housing of inmates: MSP has what are referred to as a “high side” and a “low side,” with high-security and low- or minimum-security inmates having not just separate facilities but separate grounds adjoined by a secure courtyard. The maximum-security or “closed housing units” – two on the MSP campus – are entirely self-contained.

Steven Kremer, unit supervisor for one of the low-side facilities, said prison staff does their best to match up inmates, both to the correct classification level and facility and house offenders together with similar characteristics, using a computer program to track their status and any issues that may come up.

“We don’t want the foxes in with the chickens,” he said. “We use specific classification assessment tools to help us classify offenders.”

The Leader also interviewed an inmate, Scott Abe, who has been in MSP for 16 years on a deliberate homicide by accountability conviction and who spends as much of his free time as he can working in the hobby shop making horsehair items for sale through the prison’s hobby store.

“I like him,” Abe said of the warden. “He used to come into the store and talk with us a lot. I really like him, he’s more accessible.”

Abe, who said he’s happy “as long as I can do hobby,” felt that many inmates are hopeful that Kirkegard will bring back some privileges that had been taken away in the past.

“It seems like over the last 10 years it’s been take, take, take, and now that he’s here there’s hope that some of that is coming back,” he said, referring to both entertainment items such as TVs and video games and health items such as toothbrushes and vitamins. “He’s listening, we’re getting a little more stuff. He listens, and though he doesn’t always agree, he’s fair. You really have to look at things on both sides of the fence.”

For more information about Montana State Prison including contacts and the emergency hotline, visit its website, <http://www.cor.mt.gov/MSP/default.mcp>

MSP nurse gets special certification

Cynthia Sparing, a registered nurse at Montana State Prison, is one of the first certified correctional health professionals in the country after receiving certification from the National Commission on Correctional Health Care. The certification indicates Sparing has demonstrated the ability to deliver specialized nursing care in a correctional setting. Her certification is a symbol of accomplishment and self-improvement and promoted correctional health care professionals’ knowledge, understanding and application of health care standards appropriate in a correctional facility.

Population outlook reflects reentry initiative impact

The Department of Corrections has revised offender population projections to reflect the potential effects of the reentry initiative launched last year to reduce recidivism.

The new forecasts anticipate a minor initial impact beginning in 2014, but the figures show more significant changes into the future.

By 2017, the male prison population – while still growing – could have about 210 fewer inmates than it would have without the enhanced reentry efforts. The women's prison may have 31 fewer inmates and the programs offering alternatives to prison – such as treatment, revocation, assessment and sanction centers – may have 110 fewer offenders by 2017. Prerelease centers may expect about 100 fewer offenders than they would have if not for impacts of the reentry initiative.

However, the number of probationers and parolees is expected to climb as reentry efforts help more and more offenders remain on community supervision by avoiding problems that could result in a return to prison or placement in another correctional program. The probation and parole population may be 450 offenders larger than would be found without the reentry effort.

By 2021, reentry efforts could have a dramatic effect on offender numbers. Projections indicate almost 1,100 offenders may be able to avoid prison in those eight years, and more than 900 may not spend time in alternative and prerelease programs.

Population projections suggest that many of those offenders will, instead, be on probation or parole. That population, the least costly to supervise, will have about 2,000 more offenders than would be the case without the revised reentry programs and services.

While the reentry initiative is expected to limit increases in the corrections system's higher-cost programs, growth is expected to occur at a slower pace.

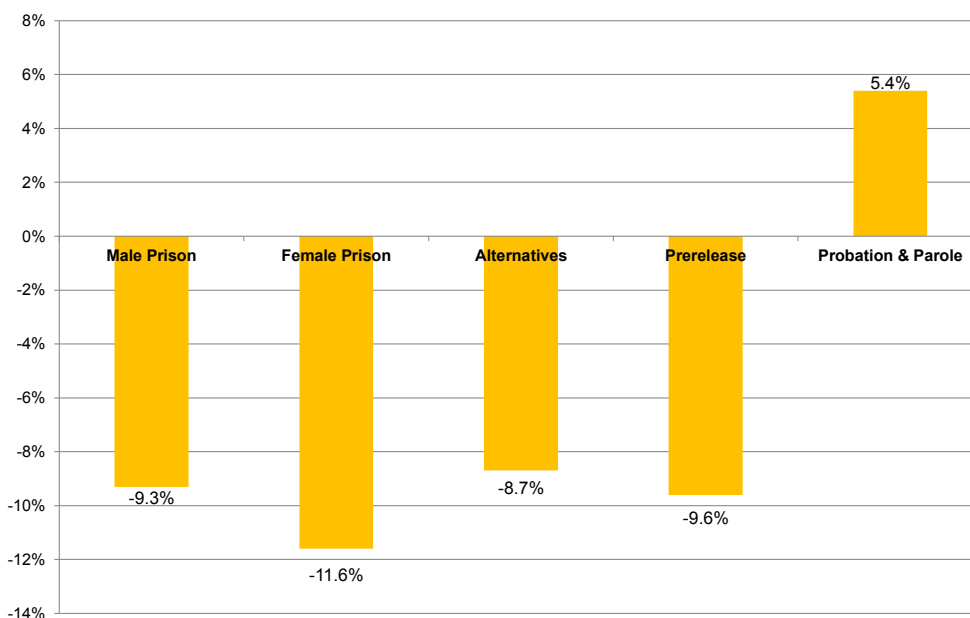
The male prison population is likely to increase from 2,372 to 2,486 between 2014 and 2021, a 4.8 percent increase that will require expanding capacity to accommodate more than 100 additional inmates in that time. The female prison population will grow from 209 to 275 in the eight years, requiring the department to find room for 70 additional inmates by 2021.

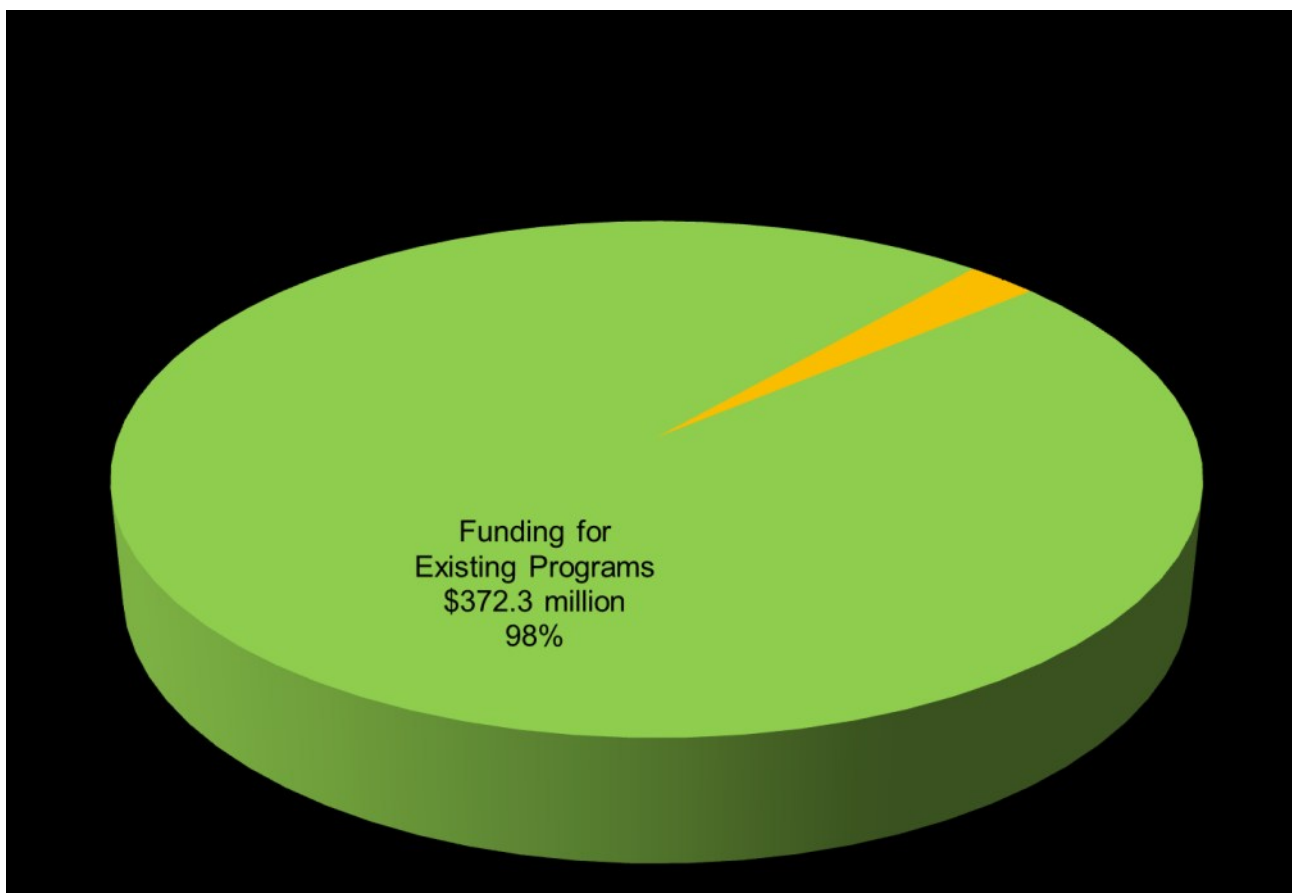
The prison alternative programs will see a growth from 1,011 offenders to 1,249, creating a need for increasing capacity of those programs by 267. The population of prerelease centers will increase from 950 to 1,003, creating a shortage of room for 58 offenders by 2021.

Probation and parole, including its specialized supervision programs, will grow from 8,384 offenders to 8,855 in that time. The department will need enough officers to handle about 460 additional offenders.

Overall, the department projects an annual increase of about 1 percent in the total number of offenders under its supervision. That will result in an increase of about 1,000 offenders, to almost 14,000 in the coming eight years.

Projected Effects of Reentry on Offender Populations
FY2021





Budget

FROM Page 1

The additional money reflects anticipated growth in costs of providing those services.

The remaining \$9.3 million is for new proposals, including \$3.3 million to provide increases in the daily rates paid to the company operating the privately run prison in Shelby and to the non-profit partners running treatment programs, prerelease centers, and assessment and sanction facilities throughout the state.

Another new proposal seeks \$1.1 million to hire eight employees to implement key portions of the department's reentry initiative launched last year. The staffers will be the key to the agency's efforts to work more closely with offenders before and after they are released from prison in order to increase their chances of success and reduce their chances of returning to prison.

Department officials believe the potential decrease in recidivism from enhanced reentry efforts in the next eight years could save the state more than \$50 million by keeping offenders out of the correctional system.

About \$950,000 of the new proposal funding would be used to provide more community-corrections space for women offenders (15 prerelease beds) as a means of re-

ducing pressure on the women's prison population. And about \$189,000 is needed to fully fund the nursing staff at Montana Women's Prison, which lost its contracted services since the last Legislature.

The proposed budget also includes \$2.3 million to improve the salaries of correctional officers and make up for the effects of the state employee pay freeze for the past four years.

The governor's overall budget plan predicts the coming Legislature will have a \$434.4 million surplus with which to work.

Included in the corrections proposals is a plan to replace three aging and poorly designed housing units on the low-security side at Montana State Prison with a two structures capable of housing 640 inmates. The more energy-efficient buildings would increase capacity at the prison by 100 inmates, but improved design will allow proper security and supervision without additional staff.

The Legislature convenes Jan. 7 and the corrections budget is expected to come before the Joint Subcommittee on Judicial Branch, Law Enforcement and Justice about the middle of the month.

Members of that subcommittee are Reps. Steve Gibson, R-Helena (chairman); Randy Brodehl, R-Kalispell; Rep.-elect Kimberly Dudik, D-Missoula; and Sens. Eric Moore, R-Miles City; Ed Walker, R-Billings; and Mitch Tropila, D-Great Falls.

This image, taken by a security camera at Montana Women's Prison, shows inmates using the gym as a shelter during a mock emergency exercise.

Disaster exercise involves prison



By David Vaught
Emergency Preparedness Planning Manager

It was shortly after 8 a.m. on Sept. 26 when the fire erupted at the Billings refinery. A short time later, an explosion ripped through the air. The nearby Montana Women's Prison was in the path of the dangerous fumes released in the fire and blast. Prison officials and the nearly 200 inmates faced a major emergency.

Fortunately, this was just a disaster exercise. The prison participated in Operation COYOTE, a full scale emergency preparedness exercise involving state, county and city agencies. They were asked to respond to a hydrogen fluoride gas leak that originated from the Phillips 66 petroleum plant. The prison abuts the southwest boundary of the plant site.

The Department of Corrections' emergency preparedness coordinator and prison staff began preparing for the event in April, starting with incident command training, table-top exercises, drills and an exercise that required the development of an incident action plan for responding to hazardous material incidents. The training and planning assisted in developing and updating building sealing and internal evacuation checklists.

The Montana Women's Prison tested its emergency response in three areas:

- Assessment of the situation and sheltering in place, which included sealing the building and evacuation of two housing units
- Triage and treatment of victims
- Activation of the incident command system

The exercise revealed several strengths. The security staff had run several drills and was well-prepared. Inmates were evacuated and the building was sealed in about 7½ minutes. Offenders also participated in the drills, and provided ideas on how to more efficiently move offenders, some who are infirm, to a place of safety.

Associate Warden Bob Paul said the medical staff was prepared and did an excellent job managing patients and coordinating treatment needs.

Some areas of improvement were identified, particularly a need for more timely activation of the incident command post and the delegation of duties within the incident command structure.

But the prison learned that, from an operational standpoint, its team can address immediate needs of the staff and the inmate population, and create a safe haven to weather a potential threat.

The prison needs to fine tune strategic and long-term processes, which include activation of the incident command post, using resources in place, and interacting with DOC's central office to coordinate and anticipate future needs.

Paul also participated in a November emergency exercise at central office. It was a continuation of the September operation. The primary purpose of the exercise was to provide administrators at central office with practical experience assessing a major emergency at a DOC facility.

Both exercises are exemplary examples of collaboration between facility staff and central office working closely to improve capabilities and the prison is commended for its collaborative efforts.

Montana incarceration rate drops in 2011

Montana's incarceration rate declined in 2011, counting it among 25 states that experienced a drop in their prisoner populations, according to a new report from the U.S. Bureau of Justice Statistics.

The report says Montana's imprisonment rate at the start of this year was 367 state and federal prisoners for every 100,000 residents, compared with a rate of 374 a year earlier. The latest Montana rate was 25 percent lower than the national average of 492 per 100,000. The 2010 rate also was 25 percent lower than the national average.

Only 19 states had incarceration rates lower than Montana last year. The lowest was 147 per 100,000 in Maryland and the highest rate was 865 in Louisiana.

Montana's incarceration rate at the start of this year represents a 4.4 percent decrease from the high rate of 384 just five years earlier.

The report said that the total number of state and federal prisoners decreased by about 15,000 (almost 1 percent) nationally in 2011, the second consecutive annual drop. The nation had nearly 1.6 million state and federal prisoners at year's end.

Counting just state prisoners, the decrease was 21,663, but most of that decline (70 percent) was a result of an initiative in California designed to reduce the population of overcrowded prisons in that state.

Montana's state and federal prisoner population fell 1 percent in 2011 to 3,678. While slightly lower than the year before, that population is a little higher the 3,605 counted in 2009.

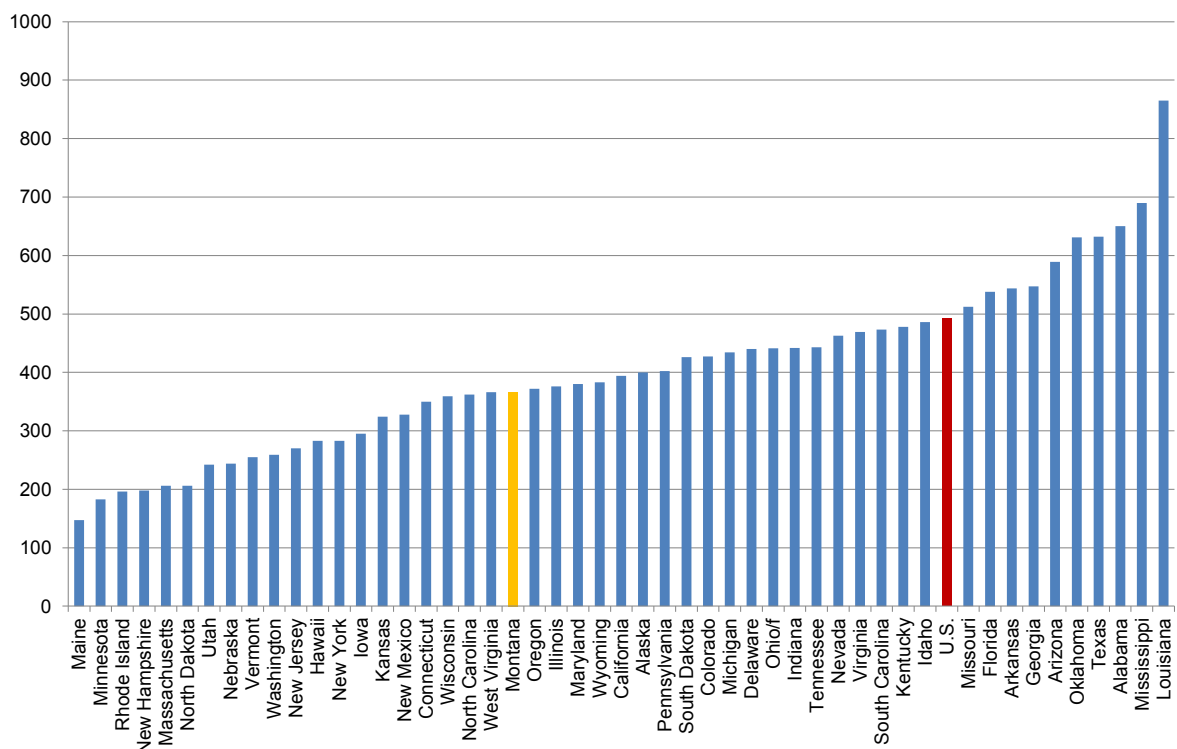
Nationally, 53 percent of all male prisoners and 35 percent of all female prisoners under state jurisdiction were incarcerated for violent crimes. In Montana, 43 percent of male inmates and 33 percent of female inmates were in prison for violent crimes as of mid-2012.

One reason for the difference in the violent crime statistics may be that the federal agency defines "prisoners" more broadly than does Montana.

The bureau counts as prisoners all those individuals confined to a "correctional facility," while the state considers prisoners to be only those actually in prison. The result is that the federal report includes offenders who are not in prison, but are placed in elsewhere such as treatment facilities or assessment and sanction centers.

Incarceration Rates as of Jan. 1, 2012

U.S Bureau of Justice Statistics, Prisoners in 2011, Dec. 17, 2012





Crowe



Shepherd



Collins

Investigations Bureau shuffles staff duties

The department's Investigations Bureau has realigned staff duties and responsibilities.

Because building relationships with law enforcement organizations outside the Department of Corrections is a critical function for the bureau, its criminal investigators are now responsible for specific geographic areas in the state. Although an individual investigator will have primary responsibility for each region, other investigators will assist as cases arise. The assignments are:

- Derrek Shepherd – North (including Great Falls and Hi-Line probation and parole offices)
- Rich Collins – East (including Billings, Glendive, Helena, Miles City and other eastern P&P offices)
- Jeff Crowe – West (including Anaconda, Butte, Deer Lodge Missoula and north-western Montana P&P offices)

The investigators will maintain a liaison relationship with local jurisdictions in those areas. Administrative investigators will be assigned randomly to assist as needed.

In his new role as lead investigator at Montana State Prison, Jeff Crowe is responsible for continued case updates, coordinating all investigations at the Deer Lodge facility and ensuring prison administrators and local law enforcement are promptly informed of issues that may affect their operations.

The two investigative technicians at MSP, Dianne Jacobs and Sherry Glovan, are reclassified as administrative investigators. Jacobs will work with Greg Schultz, the bureau's intelligence officer assigned to the Montana All-Threats Intelligence Center (MATIC). Her job will be to ensure a smooth flow of information between the center and the department with an emphasis on detecting trends and risks to DOC facilities and staff.

Schultz, who joined the department as its MATIC representative in December, is focused on developing new sources of information and creating a useful flow of intelligence to support operation of the prison and community corrections systems.



Glovan, left, and Jacobs

DOC prepares for PREA compliance audit

**By Scott Catey
PREA Coordinator**

Since I came onboard with the department in July, I have focused on developing and progressing toward compliance with the Prison Rape Elimination Act (PREA), to prepare us for the first round of audits in August 2013. My primary focus has been to centralize program development and direction, but to retain the ability to handle issues most effectively at lower levels.

This approach allows us to tackle problem-solving at the lowest level possible, and also allows the greatest degree of facility autonomy. My goal is not a top-down approach, but a facility-centered and workgroup-based approach to program development.

While our previous PREA staff has done an admirable job getting us ready for audits, there is still much to be

done, many challenges to face and overcome in the next eight months.

As a first step toward gauging our PREA-readiness, I have conducted a preliminary needs analysis during the past several weeks. I will report on this analysis in January.

The next step is to conduct facility-based self-assessments. The new PREA standards have 43 action points with which the department and each facility must comply, and I am currently designing a self-assessment instrument that will allow each facility to honestly and accurately measure its current status regarding each standard.

I will circulate this instrument to facility administrators and PREA compliance managers next month, and will ask

VINE expansion follows training

By Sally K. Hilander
Victim Programs Manager

More than 150 Department of Corrections employees and victim service providers participated in November training sessions to learn how the automated Montana VINE system notifies victims and other members of the public when adult offenders change custody status or location.

Victim Information and Notification Everyday (VINE) soon will expand from its current role of tracking only offenders in prison and alternative-secure facilities to also notifying victims about the locations of probationers and parolees. Trainer Bob Bales from Kentucky-based Appriss, which operates the VINE service, provided live training at DOC Central Office and at more than a dozen videoconferencing sites from Hamilton to Glendive.

Among those who attended were prison records staff, the restitution collections unit employees, correctional officers, probation and parole officers from the field, institutional and probation and parole officers and support staff, agency and community victim service providers, and law enforcement.

VINE sends out at least 5,000 phone notifications and 1,200 email notifications per month. About 2,800 offenders have one or more people registered with VINE. These numbers could at least double with the addition of the probation and parole population, which accounts for about two-thirds of all offenders under DOC supervision.

The enhanced VINE service is in test phase and expected to go live by mid-January. Notification options include phone, email and now text messaging. The VINE upgrade is funded with a combination of state dollars and a Statewide Automated Victim Information and Notification grant from the U.S. Department of Justice's Bureau of Justice Assistance.

A successful VINE expansion will depend on accurate, timely offender movements being entered into the Offender Management Information System (OMIS). Appriss downloads the custody status of the entire adult offender population numerous times a day and sends an automated notification to registered victims any time an offender's status changes. If an offender movement is not added to OMIS, victims will not be notified. Inaccurate data results in inaccurate notifications and that is a public safety issue.

In addition to crime victims, others who depend on VINE include law enforcement, prosecutors, judges, probation and parole officers, other DOC staff, county victim/witness advocates, and offender family members.

VINE notifies registrants any time the offender transfers from one facility or custody level to another — such as prison to prerelease, prerelease to parole, prison to probation, or community supervision back to prison. Notifiable events also include absconds, escapes, recaptures, upcoming parole and sentence review hearings, sentence expiration, and offender deaths.

For more information, call Sally Hilander at (406) 444-7461 or email shilander@mt.gov.

Compliance

FROM Page 26

for a turnaround time of 3-4 weeks. Analysis and corrective action plans will be designed, followed by an implementation schedule.

The self-assessment process is important for two reasons. First, it allows us to identify gaps and develop remedial action plans. Second, documentation of our compliance efforts during the 12 months prior to the audit is required and will be closely scrutinized by auditors. Therefore, completing the self-assessment is critical to the auditors' understanding of our initiative and successes, and ultimately to the governor's ability to

certify the state's compliance with the federal law.

In addition, a workgroup is designing the curriculum for training staff to train facility staff on PREA-related issues. We will pilot this module in January and following a thorough evaluation process, we will build a comprehensive training-the-trainers program for administrators, supervisors, line staff, support staff, contractors and volunteers. We will also overhaul our inmate education programming. We plan to have the full training program in place during the first quarter of 2013.

I and Rich Collins, the department's PREA investigator, are working on county outreach, to provide assistance to sheriffs and jails, and

ensure that our county-level contract facilities are PREA-compliant. I am also developing outreach with Montana's tribal leaders, to promote partnerships and collaboration with their facilities.

Other items in need of review and revision include our policies and procedures, human resource issues, uniform case management protocols and consistency in reporting, and development of community-level partnerships. These and other concerns are on my priority list as we prepare for audits in August.

Those with concerns, questions, or ideas about PREA may contact me at scatey@mt.gov or (406) 444-6583.

The Training Times



Staff trained in new assessment

By Rae Forseth
Professional Development Specialist

Thirty-one Department of Corrections staff members and other Montana correctional workers recently completed training at central office for the new Montana Offender Reentry Risk Assessment (MORRA).

The participants included case managers, unit managers, licensed addiction counselors, probation and parole officers assigned to correctional facilities and in the field, and representatives from the regional prisons in Great Falls and Glendive and the private prison in Shelby. During the course of the training, they learned the details and application requirements of the department's new tool for assessing offenders' risk to reoffend. This assessment will be used throughout the corrections system within the next year.

The new assessment tool, adapted from the Ohio Risk Assessment Survey, is the foundation for the DOC's reentry initiative, which is targeting high-risk offenders with enhanced efforts to make them successful when leaving prison for communities and, therefore, reduce recidivism.

By using the Montana assessment, the department will improve its ability to identify high- and low-risk offenders and then to allocate our resources appropriately. The agency's staff working with offenders will be able to focus its attention on where it can do the most good and to develop an offender-centered case plan based on each offender's individualized needs. The result will be continuity of necessary care and services, from arrival at prison through reentry to the community and beyond.

Twelve of those who underwent the initial training were selected to become certified trainers in the new assessment because they demonstrated the ability to effectively communicate with offenders in a pro-social and positive way. They will provide training to other department personnel working in the reentry field.

The department's ultimate goal is that all staffers having contact with offenders, from correctional officers to prison ranch supervisors, are able to understand the concepts involved in the risk assessment and apply them effectively.

Contacts.....

Professional Development Bureau
5 S. Last Chance Gulch
P.O. Box 201301
Helena, MT 59620-1301
(406) 444-4551 (fax)

Bureau Chief:
Lisa M. Hunter
(406) 444-3909
lihunter@mt.gov

Professional Development Specialist:
Ted Ward
(406) 444-7795
tward@mt.gov

Professional Development Specialist:
Rae A. Forseth
(406) 444-4819
rforseth@mt.gov

Professional Development Specialist:
Bill Barker
(406) 444-7892
wbarker@mt.gov

Professional Development Specialist:
Mandie Carter
(406) 444-4934
mcarter@mt.gov

DOC Training Center
400 Conley Lake Rd.
Deer Lodge, MT 59722
(406) 846-1484

Organization Development Manager:
Dave Garcia
(406) 846-1320 ext. 2483
dgarcia@mt.gov

Operations Manager:
Geri Mason
(406) 846-1320 ext. 2307
gmason@mt.gov



Garcia joins training staff

Dave Garcia, a 21-year veteran of the Department of Corrections, is the newest member of the Professional Development Bureau team.

His official start date with the bureau was Nov. 5.

Garcia comes to the training staff with high energy and many years of experience and knowledge in the correction field. He began his career at Montana State Prison 21 years ago as a correctional officer. He quickly moved into a recreational specialist position and then advanced to sergeant.

For the past 10 years, he was a training specialist at the prison and took the lead on many training projects at MSP. During his tenure at the prison, Garcia also was a member of the special response team and the crisis negotiation team.

The bureau looks forward to the new perspectives he will bring to the team.

Bureau maps DOC training vision

By Lisa Hunter

Professional Development Bureau Chief

The Professional Development Bureau (PDB) presented its annual training plan for 2013 to the Standing Training Committee members at a meeting in October.

The plan was reviewed and updated. The next step is for facilities and programs to work on their divisional annual training plans and submit them to the bureau January. The FY2013 training needs assessment survey results were presented by Ted Ward, a training specialist in the bureau. The bureau planned to meet in December to schedule upper-level courses for the next six to 12 months.



Hunter

The committee members also reviewed the list of adjunct instructors at the facilities and programs, deciding the roster needed to be updated.

Lisa Hunter, bureau chief, presented the instructor application form and the three instructor levels for the Public Safety Officer Standards and Training (POST) program. The committee set a goal to have all DOC instructors become POST instructors in their field of knowledge and skill. This will hold all instructors

to both the DOC standard outlined in the DOC Training Procedure Guide but also to the POST instructor standard.

Mandie Carter, another training specialist in the bureau, agreed to conduct research into the use of Smart interactive whiteboards and to develop a curriculum to provide a training course for the committee members.

The next committee meeting is scheduled for Jan. 24 at 10 a.m.

Those attending the meeting were Hunter, Geri Mason, Carter, Bill Barker, Ward and Rae Forseth from the bureau; Mike Aldrich, community corrections; Don May, Tom Bolton, Dave Garcia and Anita Thorpe, Montana State Prison; Gail Boese, Montana Correctional Enterprises.; Wendy Austin, Riverside Youth Correctional Facility, and Lesa Tew, Dawson County Detention Facility.

The committee members reviewed and revised their mission, vision and value statements, committee member roles, expectations and obligations, along with the needs and goals for the committee's future.

The new mission statement reads: *Members of the STC are dedicated to working together as a unified team to provide support, training and education to all employees within the department.*

The new vision statement: *We create a culture through collaborative effort that inspires our staff to develop their full potential.*

The committee values:

- Excellence – The STC strives for excellence in ful-

Training Schedule — January-March 2013

January	Time	Course	Location	Post Agency/Instructor(s)	Hours	Cost
7-11	8-5	Essential Skills for New Supervisors	Training Center	Dave Garcia & Rae Forseth	40	\$26
7-11	8-5	Field Training Officer Seminar	Polson	Kaminsky, Sullenberger & Assoc	40	\$300
8, 16, 23, 30, Feb 5-6, 12-13	8:30-4:30	Essentials of Management	Helena	PDC	56	\$570
11	9-4	Project Management Workshop	Billings	Fred Pryor Seminars	6	\$199
15	8:30-noon	Documenting Disciplinary Action	Helena	PDC	3.5	\$95
15	8:30-4:30	Beginning PowerPoint	Helena	PDC	7	\$123
17	9-3	Beginning MS Excel	Helena	PDC	6	\$110
21-25	8-5	Basic FTO Course	Billings	Billings Police Department	40	?
23	9-4	Crash Course for 1st-time Manager/ Supervisor	Missoula	Fred Pryor Seminars	6	\$199
23	10-noon	Robert's Rules of Order	Helena-Online	PDC	2	\$77
24	9-4	Crash Course for 1st-Time Manager/ Supervisor	Helena	Fred Pryor Seminars	6	\$199
24	8:30-4:30	A Delicate Balance: Privacy & Right to Know	Helena	PDC	7	\$159
25	9-4	Crash Course for 1st-Time Manager/ Supervisor	Bozeman	Fred Pryor Seminars	6	\$199
28-29	9-4	Communicate with Tact & Professionalism	Billings	Fred Pryor Seminars	12	\$299
29	8:30-noon	Win-Win Communication	Helena	PDC	3.5	\$95
February						
6, 14, 22	10-noon	Righting Your Writing	Helena	PDC	6	\$140
7	10-noon	Meeting-ful Minutes	Helena-Online	PDC	2	\$77
7	8:30-noon	Montana's Wrongful Discharge Act	Helena	PDC	3.5	\$134
12	8:30-4:30	Investigating Personnel Issues	Helena	PDC	7	\$123
20, 21, 27, Mar 5, 6, 12	8:30-4:30	Basics of Management	Helena	PDC	42	\$440
20	8:30-4:30	Advanced PowerPoint	Helena	PDC	7	\$123
21	9-3	Intermediate MS Excel	Helena	PDC	6	\$110
26	8:30-4:30	Effective Disciplinary Action	Billings	PDC	7	\$123
27	8:30-4:30	A Delicate Balance: Privacy & Right to Know	Billings	PDC	7	\$159
28, Mar 7, 12, 20, 26-27	8:30-4:30	Principles of Upper Management	Helena	PDC	42	\$440
March						
5	8:30-4:30	Managing Conflict	Helena	PDC	7	\$120
7 & 8	8:30-4:30 & 8:30-noon	WARM: Writing Administrative Rules	Helena	PDC	10.5	\$145
14, 15 & 21	8:30-4:30; 8:30-noon; 8:30-4:30	The Leadership Challenge	Helena	PDC	17.5	\$285
19	8:30-noon	All Kidding Aside: Preventing Harassment	Helena	PDC	3.5	\$95
20	8:30-noon	Contemporary Writing Skills	Helena	PDC	3.5	\$123
26	9-3	Advanced MS Excel	Helena	PDC	6	\$110

Comings

These lists of new and departing employees cover the period from Sept. 8 through Nov. 30. If you notice errors or omissions, please contact the *Signpost* editor at banez@mt.gov.

Central Office

Kurt Aughney
Anthony Cacace II

Montana Correctional Enterprises

Christine Lansford

Montana State Prison

Tonia Akines
Thomas Allison
James Beck

Troy Berge
Ladonna Biddlecomb
Ryan Campbell
Katie Carlson
Ruby Farabaugh
Katherine Flynn
Tobin Frizzell
Glen Galle
Patrick Galloway
James Gaskel
Amanda Guidoni
Michael Helfrich
Gilberto Herrera
Danny Kerr
Randi Lee
Shelley Locher
William Loving
Patricia Lowery
Rhonda Maes
Tom Nielson

William Outland
Velma Paul
Zachary Reid
David Sheridan
Stephen Weber
Joshua Wright

Montana Women's Prison

Kathleen Edgerton
Paul Lancaster
Lisa Pulster
Stefani Tschacher

Pine Hills

Nori Hoff
Jonathan Jones
Shawn Juhnke
Jack Larson
Kevin Layton
Jennifer Leshner

Kayla McKibbin
Vickie Schneidt
Richard Wells

Probation and Parole

Randall Estes, Great Falls
Connie Gerard, Deer Lodge
Michelle Helgeson, Sidney
Jacob Henry, Missoula
Adam Morrissey, Kalispell
Vickie Strouse, Sidney

Treasure State

Scott Harding
Jeremy Moon
Tyler Morrison
Jeremy Tafelmeyer

Goings

Shane Austin
Randall Ayres
Robert Ballatine-R
Seth Brush
Jim Cottingham
Timothy Dyer
Alan Franklin
Misty Franklin
Chad Garrett
Eric Gilmore
Sam Griffel
Dewey Hall-R

Kimberly Hennessy
Skyler Hildreth
Wayne Hoyt
Ryan Juers
Brain Julian
Jodi Kirkwood
Billie Jo Kokoruda
Judy Little
Chris Marks
Frannie Nimmo
Christopher Nordstrom
Gabriel Norton

Sheila Podobnik
Dennis Reiss-R
Jodie Schiele
Everett Sheets
Eric Shoemaker
Suzi Smith
Briana Stonehocker
Charles Strong-R
David Sullivan
Shalane Tobler
Mark Winkley
Joshua Wright

Chris Wyant-R
Dixie Yeager
Amy Zehms
Frank "Joe" Zigmund

R=retirement

Vision

FROM Page 29

filling our mission and vision in support of the Department's mission.

- Collaboration – The STC collaborates with internal/external stakeholders to create, provide and share training resources.
- Dedication – The STC is dedicated to continuous learning and develop-

ment to empower all employees to reach their full potential.

- Creativity – The STC is creative in innovating and utilizing resources to promote a productive learning environment.
- Accountability – The STC members hold themselves accountable for meeting the needs of the individual, facility, program and the Department.
- Wellness – The STC members will focus on our own personal health, wellness and fulfillment.

The Correctional Signpost is published by the Montana Department of Corrections at the central office, 5 S. Last Chance Gulch, P.O. Box 201301, Helena, MT 59620-1301.

The *Signpost* can be found online at www.cor.mt.gov

DOC Director: Mike Ferriter
Signpost Editor: Bob Anez,
(406) 444-0409, banez@mt.gov

Alternative accessible formats of this document will be provided upon request. For further information, call (406) 444-0409 or TTY (406) 444-1421.